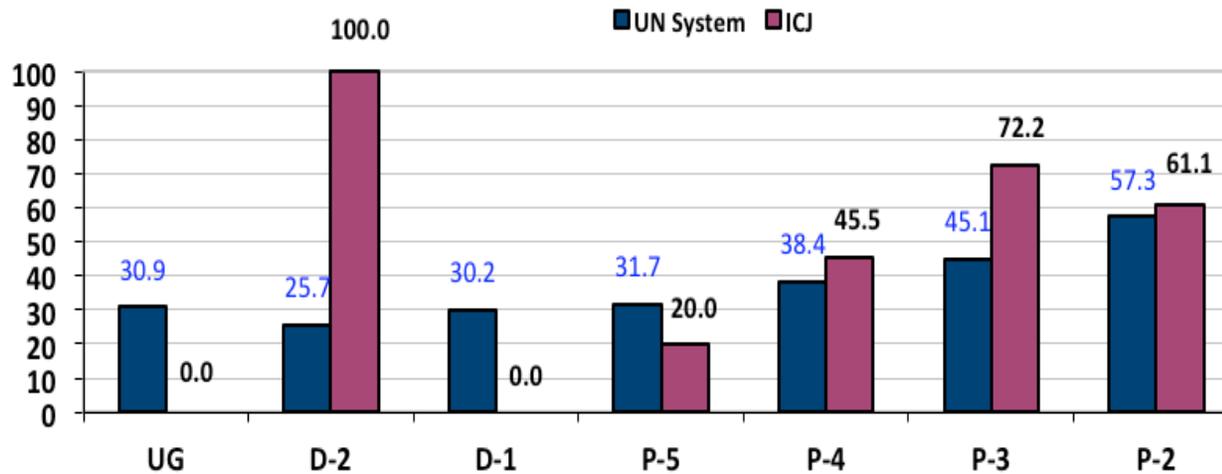


UN Women

The Status of Women in the United Nations System and ICJ (from 1 January 2001 to 31 December 2010)

THE UNITED NATIONS SYSTEM	ICJ
<i>Gender distribution of staff in the Professional and higher categories</i>	

Percentage comparison of women in the professional and higher categories with appointments of one year or more in the United Nations system and ICJ (Dec 2010)



*30 of 31 entities submitted data

**UG stands for "Ungraded" and combines the ranks of Secretary-General, Under-Secretary-General, Assistant Secretary-General, Director-General, Deputy Director-General and Assistant Director-General

As of 31 December 2010, women in the UN system constituted:

- **40.3%** (12,005 out of 29,763) of all staff in the professional and higher categories with appointments of one year or more.
- **22.7%** (784 out of 2,674) of all staff at the **D-1 level and above**.
- **29.3%** (11,221 out of 27,089) of all staff at the **P level**;

Gender balance has only been achieved at the **P-2 (57.3%) level**.
Largest increase: UG (**15.2%** from 15.6% in Dec 2001 to 30.9% in Dec 2010)
Smallest increase: P-2 (**4.0%** from 53.3% in Dec 2001 to 57.3% in Dec 2010)

As of 31 December 2010, women in ICJ constituted:

- **56.4%** (31 out of 55) of all staff in the professional and higher categories with appointments of one year or more.
- **33.3%** (1 out of 3) of all staff at the **D-1 level and above**.
- **57.7%** (30 out of 52) of all staff at the **P level**.

Gender balance has only been achieved or exceeded at D2(100.0%)level, P3(72.2%)level, P2(61.1%)level.
Largest increase: D2 (**100.0%** from 0% in Dec. 2001 to **100.0%** in Dec. 2010)
Smallest increase: D1 (**0%** from 0.0% in Dec 2001 to 0.0% in Dec 2010)

Trends in the representation of women in the Professional and higher categories – 2001 to 2010

During the period **2001-2010 in the UN system**, the proportion of women appointed increased by **6.8 percentage points**, from **33.5%**(6,407 out of 19,098) in 2001 to **40.3%** (12,005 out of 29,763) in 2010.

Level	% of women as of 31 Dec 2001	% of women as of 31 Dec 2010	Total change 2001-2010 (percentage points)	Average annual change 2001-2010 (percentage points)
UG	15.6	30.9	15.2	1.5
D-2	20.8	25.7	4.8	0.5
D-1	21.3	30.2	8.9	0.9
P-5	24.1	31.7	7.6	0.8
P-4	31.3	38.4	7.1	0.7
P-3	40.3	45.1	4.8	0.5
P-2	53.3	57.3	4.0	0.0
P-1	-	-	-	-

During the period **2001- 2010 in ICJ**, the proportion of women appointed increased by **20.9 percentage points**, from **35.5%** (11 out of 31) in 2001 to **56.4%** (31 out of 55) in 2010.

Level	% of women as of 31 Dec 2001	% of women as of 31 Dec 2010	Total change 2001-2010 (percentage points)	Average annual change 2001-2010 (percentage points)
UG	0.0	0.0	0.0	0.0
D-2	0.0	100.0	100.0	10.0
D-1	0.0	0.0	0.0	0.0
P-5	0.0	20.0	20.0	2.0
P-4	14.3	45.5	31.2	3.1
P-3	33.3	72.2	38.9	3.9
P-2	70.0	61.1	-8.9	-0.9
P-1	-	-	-	-